

**Addendum to
“Evaluation of ARI Leader Assessment Measures”**

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February 1999



**U.S. Army Research Institute
for the Behavioral and Social Sciences**

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DTIC QUALITY INSPECTED 2

1 9990216162

**U.S. Army Research Institute
for the Behavioral and Social Sciences**

A Directorate of the U.S. Total Army Personnel Command

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Research accomplished under contract
for the Department of the Army

George Mason University

Technical review by

Michael Drillings

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REPORT DOCUMENTATION PAGE

1. REPORT DATE (dd-mm-yy) February 1999		2. REPORT TYPE FINAL		3. DATES COVERED (from... to)	
4. TITLE AND SUBTITLE Addendum to "Evaluation of ARI Leader Assessment Measures"				5a. CONTRACT OR GRANT NUMBER MDA903-93-C-0005	
				5b. PROGRAM ELEMENT NUMBER 0601102	
6. AUTHOR(S) Mathieu, J.E., Klimoski, R.J., Rouse, C.E., & Marsh, W.M.				5c. PROJECT NUMBER 20161102	
				5d. TASK NUMBER 4907	
				5e. WORK UNIT NUMBER C77	
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) George Mason University Fairfax, VA				8. PERFORMING ORGANIZATION REPORT NUMBER	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES) U.S. Army Research Institute for the Behavioral and Social Sciences 5001 Eisenhower Avenue Alexandria, VA 22333-5600				10. MONITOR ACRONYM ARI	
				11. MONITOR REPORT NUMBER Research Note 99-15	
12. DISTRIBUTION/AVAILABILITY STATEMENT Approved for public release; distribution is unlimited.					
13. SUPPLEMENTARY NOTES					
14. ABSTRACT (Maximum 200 words): Addendum to final report, "Evaluation of ARI Leader Assessment Measures" – AD A346233					
15. SUBJECT TERMS <div style="display: flex; justify-content: space-around; margin-top: 10px;"> Leadership Leader Assessment </div>					
SECURITY CLASSIFICATION OF			19. LIMITATION OF ABSTRACT Unlimited	20. NUMBER OF PAGES 131	21. RESPONSIBLE PERSON (Name and Telephone Number)
16. REPORT Unclassified	17. ABSTRACT Unclassified	18. THIS PAGE Unclassified			

Evaluation of ARI Leader Assessment Measures

Addendum to Final Report - Contract #MDA903-93-C-0005

Mathieu, John E., Klimoski, Richard J., Rouse, Cathy E., Marsh, Wendy M.

Instrument name: Situational Judgment Test (Army Leadership Questionnaire)

Developed by: ?

Project name: ECQUIP

ID: 14 Lab: LW Instrument code: 103-LW

Variable: leader knowledge/conceptual abilities: tacit knowledge

Project purpose: predict NCO job performance

Target population: NCOs

Stage of project: collecting pilot & validation data (9/96)

Psychometrics: in progress

Potential uses: prediction

Stage of instrument development: completed

Instrument name: Confidence in Responses to Situational Judgment Test (Army Leadership Questionnaire)

Developed by: ?

Project name: ECQUIP

ID: 15 Lab: LW Instrument code: 104-LW

Variable: attitudes and motives: self efficacy

Project purpose: predict NCO job performance

Target population: NCOs

Stage of project: collecting pilot & validation data (9/96)

Psychometrics: in progress

Potential uses: prediction

Stage of instrument development: completed

Instrument name: Leadership Problems Inventory (Army Leadership Questionnaire)

Developed by: ?

Project name: ECQUIP

ID: 16 *Lab:* LW *Instrument code:* 105-LW

Variable: leader skills: ability to prioritize

Project purpose: predict NCO job performance

Target population: NCOs

Stage of project: collecting pilot & validation data (9/96)

Psychometrics: in progress

Potential uses: prediction

Stage of instrument development: completed

Instrument name: Supervisor Rating Scales

Developed by: ?

Project name: ECQUIP

ID: 17 *Lab:* LW *Instrument code:* 106-LW

Variable: effectiveness: general leadership and managerial performance

Project purpose: predict NCO job performance

Target population: NCOs

Stage of project: collecting pilot & validation data (9/96)

Psychometrics: in progress

Potential uses: prediction

Stage of instrument development: completed

Instrument name: Structured Interview

Developed by: ?

Project name: ECQUIP

ID: 18 **Lab:** LW **Instrument code:** 107-LW

Variable: effectiveness: general leadership and managerial performance

Project purpose: predict NCO job performance

Target population: NCOs

Stage of project: collecting pilot & validation data (9/96)

Psychometrics: in progress

Potential uses: prediction

Stage of instrument development: completed

Instrument name: Administrative Measure

Developed by: ?

Project name: ECQUIP

ID: 19 **Lab:** LW **Instrument code:** 108-LW

Variable: effectiveness: general leadership and managerial performance

Project purpose: predict NCO job performance

Target population: NCOs

Stage of project: collecting pilot & validation data (9/96)

Psychometrics: in progress

Potential uses: prediction

Stage of instrument development: completed

Instrument name: EAS

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 20 **Lab:** LW **Instrument code:** 109-LW

Variable: leader knowledge/conceptual abilities: verbal reasoning

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.93; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Consequences

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 21 **Lab:** LW **Instrument code:** 110-LW

Variable: leader knowledge/conceptual abilities: creative thinking capacity

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A; IRR=.82

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Alternate Headlines

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 22 **Lab:** LW **Instrument code:** 111-LW

Variable: leader skills: writing skills

Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=N/A;IRR=.68
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Alternate Headlines

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 23 **Lab:** LW **Instrument code:** 112-LW

Variable: leader skills: creative writing capacity
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=N/A;IRR=.57
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 24 **Lab:** LW **Instrument code:** 113-LW

Variable: leader skills: oral expression
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced

Psychometrics: alpha=.70;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 25 **Lab:** LW **Instrument code:** 114-LW

Variable: leader skills: reading orientation

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.67;IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 26 **Lab:** LW **Instrument code:** 115-LW

Variable: personality: problem sensitivity

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.58;IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Jackson's PRF

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 27 **Lab:** LW

Instrument code: 116-LW

Variable: personality: achievement

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.63; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: Jackson's PRF

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 28 **Lab:** LW

Instrument code: 117-LW

Variable: personality: dominance

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.67; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: California Psychological Inventory

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 29 *Lab:* LW

Instrument code: 118-LW

Variable: personality: responsibility

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.61; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 30 *Lab:* LW

Instrument code: 119-LW

Variable: attitudes and motives: social recognition

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.67; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 31 *Lab:* LW

Instrument code: 120-LW

Variable: attitudes and motives: social commitment
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: $\alpha = .71$; IRR = N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 32 **Lab:** LW **Instrument code:** 121-LW

Variable: personality: need for affiliation
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: $\alpha = .54$; IRR = N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 33 **Lab:** LW **Instrument code:** 122-LW

Variable: attitudes and motives: social alienation
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced
Psychometrics: alpha=.49;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

***Instrument name:* Background Data Factors**

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 34 *Lab:* LW *Instrument code:* 123-LW

Variable: personality: need for approval

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.72;IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

***Instrument name:* Myers-Briggs**

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 35 *Lab:* LW *Instrument code:* 124-LW

Variable: personality: extroversion/introversion

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A;IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: Myers-Briggs

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 36 **Lab:** LW **Instrument code:** 125-LW

Variable: personality: seeing/intuiting

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: Myers-Briggs

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 37 **Lab:** LW **Instrument code:** 126-LW

Variable: personality: thinking/feeling

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: Myers-Briggs

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 38 **Lab:** LW **Instrument code:** 127-LW

Variable: personality: perceiving/judging

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: NEO Openness Scale

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 39 **Lab:** LW **Instrument code:** 128-LW

Variable: personality: openness

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.85; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: Block

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 40 **Lab:** LW

Instrument code: 129-LW

Variable: personality: ego resiliency

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .26$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 41 **Lab:** LW

Instrument code: 130-LW

Variable: personality: self-discipline

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .88$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 42 **Lab:** LW

Instrument code: 131-LW

Variable: personality: rigidity

Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: $\alpha = .66$; IRR = N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 43 **Lab:** LW **Instrument code:** 132-LW

Variable: personality: locus of control
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: $\alpha = .69$; IRR = N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 44 **Lab:** LW **Instrument code:** 133-LW

Variable: personality: ego resiliency
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced

Psychometrics: alpha=.67;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 45 **Lab:** LW **Instrument code:** 134-LW

Variable: personality: competitiveness
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.73;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 46 **Lab:** LW **Instrument code:** 135-LW

Variable: personality: environmental engagement
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.57;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Organizational Scenarios

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 47 **Lab:** LW **Instrument code:** 136-LW

Variable: leader skills: social judgement skills (wisdom)

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A; IRR=.74

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 48 **Lab:** LW **Instrument code:** 137-LW

Variable: personality : self reflectivity

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.74; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 49 **Lab:** LW

Instrument code: 138-LW

Variable: personality: insightfulness

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.78; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 50 **Lab:** LW

Instrument code: 139-LW

Variable: leader knowledge/conceptual abilities: good judgement

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.70; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 51 **Lab:** LW

Instrument code: 140-LW

Variable: leader knowledge/conceptual abilities: system perceptiveness
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: $\alpha=.51$; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Solution Construction Skills

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 52 **Lab:** LW **Instrument code:** 141-LW

Variable: leader knowledge/conceptual abilities: solution construction skills
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: α =N/A; IRR=.67
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Problem Solving Component Skills

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 53 **Lab:** LW **Instrument code:** 142-LW

Variable: leader knowledge/conceptual abilities: problem solving component
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced
Psychometrics: alpha=N/A;IRR=.82
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Creative Problem Solving

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 54 *Lab:* LW *Instrument code:* 143-LW

Variable: leader knowledge/conceptual abilities: creative problem solving

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A;IRR=.82

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 55 *Lab:* LW *Instrument code:* 144-LW

Variable: leader behaviors: troubleshooting

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.75;IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 56 *Lab:* LW *Instrument code:* 145-LW

Variable: leader behaviors: planning under ambiguity

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .64$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 57 *Lab:* LW *Instrument code:* 146-LW

Variable: leader behaviors: monitors

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .54$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 58 **Lab:** LW **Instrument code:** 147-LW

Variable: leader behaviors: information gathering

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .52$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 59 **Lab:** LW **Instrument code:** 148-LW

Variable: leader knowledge: selection of solutions components

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .60$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 60 **Lab:** LW **Instrument code:** 149-LW

Variable: leader skills: interpersonal perceptiveness

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .86$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 61 **Lab:** LW **Instrument code:** 150-LW

Variable: leader skills: social adroitness

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .56$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 62 **Lab:** LW **Instrument code:** 151-LW

Variable: leader skills: harmony facilitation

Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.56;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 63 **Lab:** LW **Instrument code:** 152-LW

Variable: personality: behavioral flexibility
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.62;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Task Sort

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 64 **Lab:** LW **Instrument code:** 153-LW

Variable: individual resource variables: leader expertise
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced

Psychometrics: alpha=N/A;IRR=.56

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Task Sort

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 65 **Lab:** LW **Instrument code:** 154-LW

Variable: leader knowledge/conceptual abilities: understanding leadership as problem

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A;IRR=.91

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: General Intelligence

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 66 **Lab:** LW **Instrument code:** 155-LW

Variable: leader knowledge/conceptual abilities: general intelligence

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.88-.94;IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Creativity and Divergent Thinking

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 67 **Lab:** LW **Instrument code:** 156-LW

Variable: leader knowledge/conceptual abilities: creativity and divergent thinking

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: IRR=.62-.83

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Cognitive Complexity

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 68 **Lab:** LW **Instrument code:** 157-LW

Variable: leader knowledge/conceptual abilities: cognitive complexity

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.38; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Achievement Motive

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 69 **Lab:** LW

Instrument code: 158-LW

Variable: leader knowledge/conceptual abilities: general intelligence/ Attitudes and

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.60; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Need for Dominance

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 70 **Lab:** LW

Instrument code: 159-LW

Variable: personality: need for dominance

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.82; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name:

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 71 **Lab:** LW

Instrument code: 160-LW

Variable: personality: openness

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.80; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name:

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 72 **Lab:** LW

Instrument code: 161-LW

Variable: personality: rigidity

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.70; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name:

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 73 **Lab:** LW

Instrument code: 162-LW

Variable: personality: consideration

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced
Psychometrics: alpha=.69;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name:

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 74 **Lab:** LW **Instrument code:** 163-LW

Variable: personality: tolerance for stress
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.86;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name:

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 75 **Lab:** LW **Instrument code:** 164-LW

Variable: leader knowledge/conceptual abilities: creative problem solving
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=N/A;IRR=.62-.79
Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name:

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 76 **Lab:** LW **Instrument code:** 165-LW

Variable: leader knowledge/conceptual abilities: solution definition

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = N/A$; IRR = .63-.73

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Interactional Competencies

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 77 **Lab:** LW **Instrument code:** 166-LW

Variable: personality: behavioral flexibility

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .70$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Interactional Competencies

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 78 **Lab:** LW **Instrument code:** 167-LW

Variable: leader skills: interpersonal skills

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .58$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Social Reasoning Skills

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 79 **Lab:** LW **Instrument code:** 168-LW

Variable: leader skills: social perceptiveness

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .84$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Social Judgment Skills

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 80 **Lab:** LW **Instrument code:** 169-LW

Variable: individual resource variables: wisdom

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: IRR=.55-.69

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Social Judgment Skills

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 81 **Lab:** LW **Instrument code:** 170-LW

Variable: leader knowledge/conceptual abilities: good judgement under certainty

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.46; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Social Judgment Skills

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 82 **Lab:** LW **Instrument code:** 171-LW

Variable: leader knowledge/conceptual abilities: systems perceptiveness

Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.74;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: General Leadership Performance (GLP)

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 83 **Lab:** LW **Instrument code:** 172-LW

Variable: effectiveness: general leadership performance
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.78;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 84 **Lab:** TT **Instrument code:** 43-TT

Variable: attitudes and motives: duty motivation
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets
Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 85 **Lab:** TT **Instrument code:** 44-TT

Variable: leader behaviors: team work

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 86 **Lab:** TT **Instrument code:** 45-TT

Variable: leader behaviors: consideration for others

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 87 **Lab:** TT **Instrument code:** 46-TT

Variable: leader behaviors: planning and organizing

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 88 **Lab:** TT **Instrument code:** 47-TT

Variable: leader behaviors: supervising

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 89 **Lab:** TT **Instrument code:** 48-TT

Variable: leader knowledge/conceptual abilities: decision making

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 90 **Lab:** TT **Instrument code:** 49-TT

Variable: individual resource variables: military bearing

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 91 **Lab:** TT **Instrument code:** 50-TT

Variable: leader behaviors: influencing others
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets
Stage of project: construct validity
Psychometrics: correlations between raters (peer, subordinate, supervisor)
Potential uses: evaluation and development
Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 92 **Lab:** TT **Instrument code:** 51-TT

Variable: attitudes and motives: professional ethics
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets
Stage of project: construct validity
Psychometrics: correlations between raters (peer, subordinate, supervisor)
Potential uses: evaluation and development
Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 93 **Lab:** TT **Instrument code:** 52-TT

Variable: leader behaviors: delegating
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets

Stage of project: construct validity
Psychometrics: correlations between raters (peer, subordinate, supervisor)
Potential uses: evaluation and development
Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 94 **Lab:** TT **Instrument code:** 53-TT

Variable: leader behaviors: developing subordinates
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets
Stage of project: construct validity
Psychometrics: correlations between raters (peer, subordinate, supervisor)
Potential uses: evaluation and development
Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 95 **Lab:** TT **Instrument code:** 54-TT

Variable: leader skills: oral/written communication
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets
Stage of project: construct validity
Psychometrics: correlations between raters (peer, subordinate, supervisor)
Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Military Scenarios

Developed by: ?

Project name: MRI Exercises

ID: 96 *Lab:* TT *Instrument code:* 55-TT

Variable: leader knowledge/conceptual abilities: problem construction

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Problem Solving Processes Inventory

Developed by: ?

Project name: MRI Exercises

ID: 97 *Lab:* TT *Instrument code:* 56-TT

Variable: leader knowledge/conceptual abilities: problem solving processes

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Organizational Scenarios

Developed by: ?

Project name: MRI Exercises

ID: 98 **Lab:** TT **Instrument code:** 57-TT

Variable: leader skills: social judgement skills

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Alternate Headlines

Developed by: ?

Project name:

ID: 99 **Lab:** TT **Instrument code:** 58-TT

Variable: leader skills: alternate headlines (?)

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Consequences

Developed by: ?

Project name:

ID: 100 **Lab:** TT **Instrument code:** 59-TT

Variable: leader knowledge/conceptual abilities: consequences (?)

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Leader Performance Rating Form (criteria only)

Developed by: TT lab

Project name:

ID: 101 **Lab:** TT **Instrument code:** 60-TT

Variable: effectiveness: exclusively rating criteria

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Logic Problems

Developed by: ?

Project name:

ID: 102 **Lab:** TT **Instrument code:** 61-TT

Variable: leader knowledge/conceptual abilities: logic problems (?)

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Mental Rotation Test (MRT)

Developed by: ?

Project name:

ID: 103 **Lab:** TT **Instrument code:** 62-TT

Variable: leader knowledge/conceptual abilities: MRT (mental flexibility)

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 104 **Lab:** TT **Instrument code:** 10-TT

Variable: leader behaviors: charisma (One of four transformational/transactional

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample
Potential uses: assessment and development
Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 105 **Lab:** TT **Instrument code:** 11-TT

Variable: leader behaviors: inspirational motivation (One of four transformational

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 106 **Lab:** TT **Instrument code:** 12-TT

Variable: leader behaviors: intellectual stimulation (One of four transformational/t

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 107 **Lab:** TT **Instrument code:** 13-TT

Variable: leader behaviors: individualized consideration (One of four transformat

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 108 **Lab:** TT **Instrument code:** 14-TT

Variable: effectiveness: effectiveness (Not part of theory, built in criteria)

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 109 **Lab:** TT **Instrument code:** 15-TT

Variable: attitudes and motives: extra effort (Not part of theory, built in criteria)

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 110 **Lab:** TT **Instrument code:** 16-TT

Variable: effectiveness: satisfaction (Not part of theory, built in criteria)

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 111 **Lab:** TT **Instrument code:** 17-TT

Variable: leader behaviors: management by exception active/passive
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets, Tacs and Unit leaders
Stage of project: construct validity/generalization to other samples
Psychometrics: ? for sample
Potential uses: assessment and development
Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 112 **Lab:** TT **Instrument code:** 18-TT

Variable: leader behaviors: laissez-faire
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets, Tacs and Unit leaders
Stage of project: construct validity/generalization to other samples
Psychometrics: ? for sample
Potential uses: assessment and development
Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 113 **Lab:** TT **Instrument code:** 19-TT

Variable: leader behaviors: contingent reward
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Breadth of Perspective Interview

Developed by: Lahey et al. (1988); Robert Kegan

Project name: Subject-Object Interview (SOI)

ID: 114 **Lab:** TT **Instrument code:** 20-TT

Variable: leader knowledge/conceptual abilities: breadth of perspective

Project purpose: finds structure in way individuals make meaning of experiences

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Conceptual Work Capacity Interview/ Career Path Appreciation (CPA)

Developed by: Stamp (1986)

Project name: Subject-Object Interview (SOI)

ID: 115 **Lab:** TT **Instrument code:** 21-TT

Variable: leader knowledge/conceptual abilities: work capacity level

Project purpose: finds structure in way individuals make meaning of experiences

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Conceptual Work Capacity Interview/ Career Path Appreciation (CPA)

Developed by: Stamp (1986)

Project name: Subject-Object Interview (SOI)

ID: 117 ***Lab:*** TT ***Instrument code:*** 22-TT

Variable: leader knowledge/conceptual abilities: concept formation task

Project purpose: finds structure in way individuals make meaning of experiences

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Conceptual Work Capacity Interview/ Career Path Appreciation (CPA)

Developed by: Stamp (1986)

Project name: Subject-Object Interview (SOI)

ID: 118 ***Lab:*** TT ***Instrument code:*** 23-TT

Variable: individual resource variable: work history

Project purpose: finds structure in way individuals make meaning of experiences

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Thinking Process Interview

Developed by: Jaques and Clement (1991)

Project name: Subject-Object Interview (SOI)

ID: 119 **Lab:** TT **Instrument code:** 24-TT

Variable: leader knowledge/conceptual abilities: assertive processing

Project purpose: assess conceptual work capacity

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Thinking Process Interview

Developed by: Jaques and Clement (1991)

Project name: Subject-Object Interview (SOI)

ID: 120 **Lab:** TT **Instrument code:** 25-TT

Variable: leader knowledge/conceptual abilities: serial processing

Project purpose: assess conceptual work capacity

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Thinking Process Interview

Developed by: Jaques and Clement (1991)

Project name: Subject-Object Interview (SOI)

ID: 121 **Lab:** TT

Instrument code: 26-TT

Variable: leader knowledge/conceptual abilities: cumulative processing

Project purpose: assess conceptual work capacity

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Thinking Process Interview

Developed by: Jaques and Clement (1991)

Project name: Subject-Object Interview (SOI)

ID: 122 **Lab:** TT

Instrument code: 27-TT

Variable: leader knowledge/conceptual abilities: parallel processing

Project purpose: assess conceptual work capacity

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Instructor ratings

Developed by: ?

Project name: Instructor ratings

ID: 123 **Lab:** TT

Instrument code: 28-TT

Variable: effectiveness: strategic thinking skills; officer potential; peer popularity

Project purpose: convergent discriminative validity of SOI

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Battalion Command Tacit Knowledge

Developed by: Leader Development Research Unit

Project name: Tacit Knowledge for Military Leadership (TKMLI)

ID: 124 **Lab:** TT **Instrument code:** 29-TT

Variable: leader behaviors: communicating a vision; establishing climate or develop

Project purpose: application of tacit knowledge to leader development

Target population: West Point Cadets, Unit Leaders

Stage of project: profile development study for norms to use in validation study

Psychometrics:

Potential uses: leader development and training the trainer

Stage of instrument development: completed

Instrument name: Company Commander Tacit Knowledge

Developed by: Leader Development Research Unit

Project name: Tacit Knowledge for Military Leadership (TKMLI)

ID: 129 **Lab:** TT **Instrument code:** 34-TT

Variable: leader behaviors: caring for soldiers through task completion; prioritizing

Project purpose: application of tacit knowledge to leader development

Target population: West Point Cadets, Unit Leaders

Stage of project: profile development study for norms used in validation study

Psychometrics:

Potential uses: leader development and training the trainer

Stage of instrument development: completed

Instrument name: Platoon Leader Tacit Knowledge

Developed by: Leader Development Research Unit

Project name: Tacit Knowledge for Military Leadership (TKMLI)

ID: 134 ***Lab:*** TT ***Instrument code:*** 39-TT

Variable: attitudes and motives: acquiring confidence in interpersonal skills; definin

Project purpose: application of tacit knowledge to leader development

Target population: West Point Cadets, Unit Leaders

Stage of project: profile development study for norms used in validation study

Psychometrics: in progress

Potential uses: leader development and training the trainer

Stage of instrument development: completed

Instrument name: LBDQ subscale

Developed by: Off the shelf LBDQ XII

Project name: Measuring Leadership, Motivation and Cohesion among US Army Soldiers

ID: 138 ***Lab:*** TT ***Instrument code:*** 178-FM

Variable: leader behaviors: upward influence

Project purpose: measure leadership to improve performance in army units

Target population: Units

Stage of project: prediction of unit performance

Psychometrics:

Potential uses: determine and predict small group effectiveness through enhancement of l

Stage of instrument development: completed

Instrument name: LBDQ subscale

Developed by: Off the shelf LBDQ XII

Project name: Measuring Leadership, Motivation and Cohesion among US Army Soldiers

ID: 139 **Lab:** TT **Instrument code:** 178-FM

Variable: leader behaviors: upward influence

Project purpose: measure leadership to improve performance in army units

Target population: Units

Stage of project: prediction of unit performance

Psychometrics:

Potential uses: determine and predict small group effectiveness through enhancement of l

Stage of instrument development: completed

Instrument name: LBDQ subscale

Developed by: Off the shelf LBDQ XII

Project name: Measuring Leadership, Motivation and Cohesion among US Army Soldiers

ID: 140 **Lab:** TT **Instrument code:** 178-FM

Variable: leader behaviors: upward influence

Project purpose: measure leadership to improve performance in army units

Target population: Units

Stage of project: prediction of unit performance

Psychometrics:

Potential uses: determine and predict small group effectiveness through enhancement of l

Stage of instrument development: completed

Instrument name: LBDQ subscale

Developed by: Off the shelf LBDQ XII

Project name: Measuring Leadership, Motivation and Cohesion among US Army Soldiers

ID: 141 **Lab:** TT **Instrument code:** 178-FM

Variable: leader behaviors: upward influence

Project purpose: measure leadership to improve performance in army units

Target population: Units

Stage of project: prediction of unit performance

Psychometrics:

Potential uses: determine and predict small group effectiveness through enhancement of l

Stage of instrument development: completed

Instrument name: LBDQ subscale

Developed by: Off the shelf LBDQ XII

Project name: Measuring Leadership, Motivation and Cohesion among US Army Soldiers

ID: 142 **Lab:** TT **Instrument code:** 178-FM

Variable: leader behaviors: upward influence

Project purpose: measure leadership to improve performance in army units

Target population: Units

Stage of project: prediction of unit performance

Psychometrics:

Potential uses: determine and predict small group effectiveness through enhancement of l

Stage of instrument development: completed

Instrument name: LBDQ subscale

Developed by: Off the shelf LBDQ XII

Project name: Measuring Leadership, Motivation and Cohesion among US Army Soldiers

ID: 143 **Lab:** TT **Instrument code:** 178-FM

Variable: leader behaviors: upward influence
Project purpose: measure leadership to improve performance in army units
Target population: Units
Stage of project: prediction of unit performance
Psychometrics:
Potential uses: determine and predict small group effectiveness through enhancement of l
Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 144 **Lab:** TT/PT **Instrument code:** 179-PT

Variable: leader behaviors: planning
Project purpose: identify leadership performance
Target population: Platoon Leader; Platoon Sergeant
Stage of project: Completed
Psychometrics:
Potential uses: leader development system
Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 145 **Lab:** TT/PT **Instrument code:** 180-PT

Variable: leader knowledge/conceptual abilities: decision making
Project purpose: identify leadership performance
Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 146 **Lab:** TT/PT **Instrument code:** 181-PT

Variable: leader behaviors: innovation

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 147 **Lab:** TT/PT **Instrument code:** 182-PT

Variable: followers: trust in subordinate

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 148 *Lab:* TT/PT *Instrument code:* 183-PT

Variable: leader skills: communication

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 149 *Lab:* TT/PT *Instrument code:* 184-PT

Variable: leader behaviors: teaching/counseling

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 150 **Lab:** TT/PT **Instrument code:** 185-PT

Variable: personality: boldness

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 151 **Lab:** TT/PT **Instrument code:** 186-PT

Variable: leader behaviors: soldiers/team development

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 152 **Lab:** TT/PT

Instrument code: 187-PT

Variable: leader behaviors: supervision

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 153 **Lab:** TT/PT

Instrument code: 188-PT

Variable: personality: flexibility

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 154 **Lab:** TT/PT

Instrument code: 189-PT

Variable: leader behaviors: motivate subordinate

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 155 **Lab:** TT/PT

Instrument code: 190-PT

Variable: attitudes and motives: initiative

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 156 **Lab:** TT/PT

Instrument code: 191-PT

Variable: leader skills: technical/tactical

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: Task Outcomes

Developed by: ?

Project name: Leader Performance Measurement

ID: 162 ***Lab:*** TT/PT ***Instrument code:*** 192-PT

Variable: effectiveness: task outcomes

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: Task Outcomes

Developed by: ?

Project name: Leader Performance Measurement

ID: 163 ***Lab:*** TT/PT ***Instrument code:*** 193-PT

Variable: effectiveness: adherence to procedure

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: Task Outcomes

Developed by: ?

Project name: Leader Performance Measurement

ID: 164 **Lab:** TT/PT **Instrument code:** 194-PT

Variable: effectiveness: performance

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: Attribute Identification

Developed by: Halpin

Project name: Critical Thinking/Tactical Knowledge

ID: 165 **Lab:** SH **Instrument code:** 63-SH

Variable: leader skills: attribute identification

Project purpose: estimate level of tactical domain knowledge

Target population: Army CA and CS officers; rank: lieutenant through lieutenant-colonel

Stage of project: instrument development

Psychometrics:

Potential uses: assessment of ability to apply factual and procedural knowledge

Stage of instrument development: analyzing protocols

Instrument name: Relationship Identification

Developed by: Halpin

Project name: Critical Thinking/Tactical Knowledge

ID: 166 **Lab:** SH

Instrument code: 64-SH

Variable: leader skills: relationship identification

Project purpose: estimate level of tactical domain knowledge

Target population: Army CA and CS officers; rank: lieutenant through lieutenant-colonel

Stage of project: instrument development

Psychometrics:

Potential uses: assessment of ability to apply factual and procedural knowledge

Stage of instrument development: analyzing protocols

Instrument name: Free Association

Developed by: Halpin

Project name: Critical Thinking/Tactical Knowledge

ID: 167 **Lab:** SH

Instrument code: 65-SH

Variable: leader skills: free association

Project purpose: estimate level of tactical domain knowledge

Target population: Army CA and CS officers; rank: lieutenant through lieutenant-colonel

Stage of project: instrument development

Psychometrics:

Potential uses: assessment of ability to apply factual and procedural knowledge

Stage of instrument development: analyzing protocols

Instrument name: Varwars

Developed by: Halpin

Project name: Varwars

ID: 168 **Lab:** SH

Instrument code: 66-SH

Variable: training and development: leader behavior
Project purpose: leadership and group decision making
Target population: Combined Arms and Services Staff School; Army Management Staff College
Stage of project: in use
Psychometrics:
Potential uses: training and development
Stage of instrument development: in use

Instrument name: Conceptual Skills/Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 169 **Lab:** SH **Instrument code:** 67-SH

Variable: leader knowledge/conceptual abilities: political sensibility

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Conceptual Skills/Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 170 **Lab:** SH **Instrument code:** 68-SH

Variable: leader knowledge/conceptual abilities: long term perspective

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Conceptual Skills/Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 171 ***Lab:*** SH

Instrument code: 69-SH

Variable: leader knowledge/conceptual abilities: quick study perspective

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Conceptual Skills/Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 172 ***Lab:*** SH

Instrument code: 70-SH

Variable: leader knowledge/conceptual abilities: complex understanding

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Conceptual Skills/Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 173 **Lab:** SH

Instrument code: 71-SH

Variable: leader knowledge/conceptual abilities: conceptual flexibility

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Positive Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 174 **Lab:** SH

Instrument code: 72-SH

Variable: leader behaviors: empowering subordinates

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Positive Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 175 **Lab:** SH **Instrument code:** 73-SH

Variable: attitudes and motives: strong work ethic

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Positive Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 176 **Lab:** SH **Instrument code:** 74-SH

Variable: attitudes and motives: personal objectivity

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Positive Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 177 **Lab:** SH

Instrument code: 75-SH

Variable: operational environment: team performance facilities

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Positive Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 178 **Lab:** SH

Instrument code: 76-SH

Variable: attitudes and motives: personal toughness

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Negative Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 179 **Lab:** SH

Instrument code: 77-SH

Variable: leader skill: technical incompetence

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Negative Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 180 **Lab:** SH

Instrument code: 78-SH

Variable: attitudes and motives: explosive/abusive

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Negative Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 181 **Lab:** SH

Instrument code: 79-SH

Variable: attitudes and motives: arrogant/self-serving/unethical

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Negative Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 182 ***Lab:*** SH

Instrument code: 80-SH

Variable: leader behaviors: rigid/micro-management

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Negative Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 183 ***Lab:*** SH

Instrument code: 81-SH

Variable: leader behaviors: inaccessible

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Supervisory Skills

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 184 **Lab:** SH

Instrument code: 82-SH

Variable: leader behaviors: interpersonal focus

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.37; Spearman=.68

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Supervisory Skills

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 185 **Lab:** SH

Instrument code: 83-SH

Variable: leader behaviors: team focus

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.40; Spearman=.71

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Supervisory Skills

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 186 ***Lab:*** SH

Instrument code: 84-SH

Variable: leader behaviors: mission focus

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.42; Spearman=.69

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Tactical and Technical Competence

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 187 ***Lab:*** SH

Instrument code: 85-SH

Variable: leader knowledge/conceptual abilities: problem solving skills

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.48; Spearman=.74

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Tactical and Technical Competence

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 188 ***Lab:*** SH

Instrument code: 86-SH

Variable: leader knowledge/conceptual abilities: knowledge

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.54; Spearman=.78

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Tactical and Technical Competence

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 189 **Lab:** SH

Instrument code: 87-SH

Variable: leader behaviors: planning/organizational skills

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.47; Spearman=.73

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Political Skills

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 190 **Lab:** SH

Instrument code: 88-SH

Variable: leader skill: political skills

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.48; Spearman=.73

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Ethics

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 191 **Lab:** SH

Instrument code: 89-SH

Variable: attitudes and motives: ethics

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.51; Spearman=.76

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Communication Influence

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 192 **Lab:** SH

Instrument code: 90-SH

Variable: leader behavior: communication/ influence

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.45; Spearman=.71

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Social Maturity

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 193 ***Lab:*** SH

Instrument code: 91-SH

Variable: individual resources: social maturity

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.42; Spearman=.69

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Self-centeredness

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 194 ***Lab:*** SH

Instrument code: 92-SH

Variable: attitudes and motives: self centeredness

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.43; Spearman=.69

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Compulsive Behavior

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 195 **Lab:** SH

Instrument code: 93-SH

Variable: personality: compulsion

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.26; Spearman=.48

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: The Modern Sexism Scale

Developed by: Janet Swim et al. (1995)(JPSP, 68)

Project name: General Attitude Scale

ID: 196 **Lab:** SH

Instrument code: 94-SH

Variable: attitudes and motives: sexism

Project purpose: assess general attitudes

Target population: various branches of the Army and National Guard

Stage of project: in use

Psychometrics: Alpha=.75-.84 (Swim)

Potential uses: assess modern sexism

Stage of instrument development: completed

Instrument name: The Modern Racism Scale

Developed by: McConahay et al. (1981) (J.Conflict Resolution, 25)

Project name: General Attitude Scale

ID: 197 **Lab:** SH

Instrument code: 95-SH

Variable: attitudes and motives: racism

Project purpose: assess general attitudes

Target population: various branches of the Army and National Guard

Stage of project: in use

Psychometrics: Alpha=.81-.86 (McConahay)

Potential uses: assess modern racism

Stage of instrument development: completed

Instrument name: ARI General Attitude Items

Developed by: ARI

Project name: General Attitude Scale

ID: 198 **Lab:** SH

Instrument code: 96-SH

Variable: attitudes and motives: general attitudes

Project purpose: assess attitudes concerning treatment of women and blacks within the arm

Target population: various branches of the Army and National Guard

Stage of project: in use

Psychometrics: not available

Potential uses: assess attitudes about leader effectiveness

Stage of instrument development: completed

Instrument name: Interpersonal Skills Important to Leadership

Developed by:

Project name: Self and Peer Q-Sort

ID: 199 **Lab:** SH

Instrument code: 97-SH

Variable: leader skill: interpersonal skill important to leadership

Project purpose: rating

Target population:

Stage of project:

Psychometrics:

Potential uses:

Stage of instrument development:

Instrument name: Technical/Professional Competence

Developed by:

Project name: Self and Peer Q-Sort

ID: 200 *Lab:* SH *Instrument code:* 98-SH

Variable: leader skill: technical/professional competence

Project purpose: rating

Target population:

Stage of project:

Psychometrics:

Potential uses:

Stage of instrument development:

Instrument name: Learning Tactics Inventory

Developed by: CCL

Project name: Learning Tactics Inventory

ID: 201 *Lab:* SH *Instrument code:* 99-SH

Variable: leader knowledge/conceptual abilities: learning tactics (action, thinking, fe

Project purpose: tactics used in challenging situations

Target population: Combined Arms and Service Staff School - students

Stage of project:

Psychometrics: Alpha=.76-.84

Potential uses: developmental

Stage of instrument development: norms developed, instrument retranslation to army setting

Instrument name: Creation of Context for Learning

Developed by: CCL

Project name: Prospector

ID: 202 **Lab:** SH **Instrument code:** 100-SH

Variable: operational environment: seven scales creation of context for learning

Project purpose: develop better learners

Target population: Combined Arms and Service Staff School - students

Stage of project:

Psychometrics: Alpha=.76-.89

Potential uses: developmental

Stage of instrument development: norms developed, instrument retranslation to army setting

Instrument name: Engagement in Opportunities to Learn

Developed by: CCL

Project name: Prospector

ID: 203 **Lab:** SH **Instrument code:** 101-SH

Variable: operational environment: 4 scales engages in opportunities

Project purpose: develop better learners

Target population: Combined Arms and Service Staff School - students

Stage of project:

Psychometrics: Alpha=.76-.89

Potential uses: developmental

Stage of instrument development: norms developed, instrument retranslation to army setting

Instrument name: Impression Management Scale

Developed by:

Project name: Impression Management

ID: 204 **Lab:** SH

Instrument code: 102-SH

Variable: attitudes and motives: self monitoring

Project purpose:

Target population:

Stage of project:

Psychometrics:

Potential uses:

Stage of instrument development:

Instrument name: Special Forces Command

Developed by: PG

Project name: Special Forces

ID: 205 **Lab:** PG

Instrument code: 1-PG

Variable: effectiveness: performance

Project purpose: development

Target population: Special Forces Commander

Stage of project: in use

Psychometrics:

Potential uses: developmental

Stage of instrument development: completed

Instrument name: Special Forces Command

Developed by: PG

Project name: Special Forces

ID: 206 ***Lab:*** PG

Instrument code: 2-PG

Variable: effectiveness: support

Project purpose: development

Target population: Special Forces Commander

Stage of project: in use

Psychometrics:

Potential uses: developmental

Stage of instrument development: completed

Instrument name: Special Forces Command

Developed by: PG

Project name: Special Forces

ID: 207 ***Lab:*** PG

Instrument code: 3-PG

Variable: personality: integrity

Project purpose: development

Target population: Special Forces Commander

Stage of project: in use

Psychometrics:

Potential uses: developmental

Stage of instrument development: completed

Instrument name: Special Forces Command

Developed by: PG

Project name: Special Forces

ID: 208 ***Lab:*** PG

Instrument code: 4-PG

Variable: operational environment: adequate supplies and equipment

Project purpose: development

Target population: Special Forces Commander

Stage of project: in use

Psychometrics:

Potential uses: developmental

Stage of instrument development: completed

Instrument name: SFQC Peer Evaluation

Developed by: PG

Project name: Special Forces

ID: 209 **Lab:** PG **Instrument code:** 5-PG

Variable: leader behaviors: planning, directing, coordination

Project purpose: development

Target population: Special Forces Commander

Stage of project: in use

Psychometrics:

Potential uses: developmental

Stage of instrument development: completed

Instrument name: SFAS Peer Ranking

Developed by: PG

Project name: Special Forces

ID: 210 **Lab:** PG **Instrument code:** 6-PG

Variable: leader behaviors: planning, directing, coordination

Project purpose: development

Target population: Special Forces Commander

Stage of project: in use

Psychometrics:

Potential uses: developmental

Stage of instrument development: completed

Instrument name: Survey of Q Course Students

Developed by:

Project name: Special Forces

ID: 211 **Lab:** PG

Instrument code: 7-PG

Variable: personality: locus of control

Project purpose: predict leadership

Target population: Q Course students

Stage of project:

Psychometrics:

Potential uses: predict leadership

Stage of instrument development:

Instrument name: Survey of Q Course Students

Developed by:

Project name: Special Forces

ID: 212 **Lab:** PG

Instrument code: 8-PG

Variable: personality: Parker Adjective List

Project purpose: predict leadership

Target population: Q Course students

Stage of project:

Psychometrics:

Potential uses: predict leadership

Stage of instrument development:

Instrument name: Survey of Q Course Students

Developed by:

Project name: Special Forces

ID: 213 ***Lab:*** PG

Instrument code: 9-PG

Variable: personality: other biodata

Project purpose: predict leadership

Target population: Q Course students

Stage of project:

Psychometrics:

Potential uses: predict leadership

Stage of instrument development:

Instrument name: Job Involvement

Developed by:

Project name: Motivational "Contagion"

ID: 214 ***Lab:*** TT

Instrument code: 195-TT

Variable: attitudes and motives: job involvement

Project purpose: examine the influence of leader job involvement on subordinates' involve

Target population: secondary analysis of Army squad leaders and squad members

Stage of project: completed

Psychometrics: alpha=.78 (squad members); alpha=.74 (squad leaders); repeated measure

Potential uses: positively motivating subordinates

Stage of instrument development: completed

Instrument name: Officer Training Requirements Questionnaire

Developed by:

Project name: Junior Officer Training Needs

ID: 215 **Lab:** LW

Instrument code: 196-LW

Variable: operational environment: training needs

Project purpose: assess training needs of junior level officers; specifically leadership skills

Target population: Army officers and enlistees

Stage of project: completed

Psychometrics: Spearman rank order correlation between officers and enlistees=.68

Potential uses: design and development of precommissioning training programs (e.g., RO

Stage of instrument development: completed

Instrument name: Training and Education Appraisal Review

Developed by:

Project name: Junior Officer Training Needs

ID: 216 **Lab:** LW

Instrument code: 197-LW

Variable: operational environment: training needs

Project purpose: assess training needs of junior level officers; specifically leadership skills

Target population: recently commissioned officers

Stage of project: completed

Psychometrics:

Potential uses: design and development of precommissioning training programs (e.g., RO

Stage of instrument development: completed

Instrument name: Field Interview

Developed by:

Project name: Junior Officer Training Needs

ID: 217 **Lab:** LW

Instrument code: 198-LW

Variable: operational environment: training needs

Project purpose: assess training needs of junior level officers; specifically leadership skills

Target population: Army officers and enlistees

Stage of project: completed

Psychometrics:

Potential uses: design and development of precommissioning training programs (e.g., RO

Stage of instrument development: completed

Instrument name: Leadership Competence

Developed by:

Project name: Impact of Leader Competence and Platoon Conditions on Platoon Performance

ID: 218 **Lab:** TT

Instrument code: 199-TT

Variable: leader skill: leader competence

Project purpose: how unit conditions impact leadership competence-unit performance relati

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics: alpha range: .86-.96

Potential uses: assess platoon conditions and effects on leadership

Stage of instrument development: completed

Instrument name: Leader Experience

Developed by:

Project name: Impact of Leader Competence and Platoon Conditions on Platoon Performance

ID: 219 **Lab:** TT

Instrument code: 200-TT

Variable: individual resource variables: leader experience/tenure

Project purpose: how unit conditions impact leadership competence-unit performance relati
Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members
Stage of project: completed
Psychometrics: alpha range: .86-.96
Potential uses: assess platoon conditions and effects on leadership
Stage of instrument development: completed

Instrument name: Leader Stress with Supervisor

Developed by:

Project name: Impact of Leader Competence and Platoon Conditions on Platoon Performance

ID: 220 **Lab:** TT **Instrument code:** 201-TT

Variable: operational environment: leader stress with supervisor

Project purpose: how unit conditions impact leadership competence-unit performance relati

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics: alpha range: .86-.96

Potential uses: assess platoon conditions and effects on leadership

Stage of instrument development: completed

Instrument name: Member Support for Leader

Developed by:

Project name: Impact of Leader Competence and Platoon Conditions on Platoon Performance

ID: 221 **Lab:** TT **Instrument code:** 202-TT

Variable: operational environment: subordinate support of leader

Project purpose: how unit conditions impact leadership competence-unit performance relati

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics: alpha range: .86-.96

Potential uses: assess platoon conditions and effects on leadership

Stage of instrument development: completed

Instrument name: Planning

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 222 **Lab:** TT

Instrument code: 203-TT

Variable: leader behaviors: planning

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Soldier-Team Development

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 223 **Lab:** TT

Instrument code: 204-TT

Variable: leader behaviors: soldier-team development

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Communication

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 224 **Lab:** TT **Instrument code:** 205-TT

Variable: leader behaviors: communication

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Supervision

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 225 **Lab:** TT **Instrument code:** 206-TT

Variable: leader behaviors: supervision

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Initiative

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 226 ***Lab:*** TT

Instrument code: 207-TT

Variable: personality: initiative

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Leadership Effectiveness

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 227 ***Lab:*** TT

Instrument code: 208-TT

Variable: effectiveness: leadership effectiveness

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Supervision Teaching-Training

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 230 ***Lab:*** TT

Instrument code: 209-TT

Variable: leader behaviors: supervision teaching-training
Project purpose: examine validity and usefulness of Army leadership competencies
Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members
Stage of project: completed
Psychometrics: alpha: > .74
Potential uses: leadership development
Stage of instrument development: completed

Instrument name: Planning

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 233 **Lab:** TT **Instrument code:** 210-TT

Variable: leader behaviors: planning
Project purpose: examine validity and usefulness of Army leadership competencies
Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members
Stage of project: completed
Psychometrics: alpha: > .74
Potential uses: leadership development
Stage of instrument development: completed

Instrument name: Communication

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 234 **Lab:** TT **Instrument code:** 211-TT

Variable: leader behaviors: communication
Project purpose: examine validity and usefulness of Army leadership competencies
Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed
Psychometrics: alpha: > .74
Potential uses: leadership development
Stage of instrument development: completed

Instrument name: Initiative

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 235 **Lab:** TT **Instrument code:** 212-TT

Variable: personality: initiative

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics: alpha: > .74

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Soldier-Team Development

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 236 **Lab:** TT **Instrument code:** 213-TT

Variable: leader behaviors: soldier-team development

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics: alpha: > .74

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Planning

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 237 **Lab:** TT **Instrument code:** 214-TT

Variable: leader behaviors: planning

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Preparation

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 238 **Lab:** TT **Instrument code:** 215-TT

Variable: leader behaviors: preparation

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Execution

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 239 **Lab:** TT **Instrument code:** 216-TT

Variable: leader behaviors: execution

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Job Motivation

Developed by:

Project name: Motivation and Platoon Performance at Combat Training Centers

ID: 240 **Lab:** TT **Instrument code:** 217-TT

Variable: attitudes and motives: job motivation

Project purpose: examine relationship between motivation and performance

Target population: all ranks

Stage of project: completed

Psychometrics: alpha: .77; motivation factor loadings (4 items): .46-.63

Potential uses: develop an instrument to monitor and assess soldier motivation; improving

Stage of instrument development: completed

Instrument name: Motivation

Developed by:

Project name: Motivation and Platoon Performance at Combat Training Centers

ID: 241 **Lab:** TT **Instrument code:** 218-TT

Variable: attitudes and motives: motivation

Project purpose: examine relationship between motivation and performance

Target population: all ranks

Stage of project: completed

Psychometrics: alpha: .83; motivation factor loadings (3 items): .61-.69

Potential uses: develop an instrument to monitor and assess soldier motivation; improving

Stage of instrument development: completed

Instrument name: Horizontal Bonding-Affective

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 242 **Lab:** TT **Instrument code:** 219-TT

Variable: operational environment: horizontal bonding-affective

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: alpha=.86; inter-scale corr=.28-.73;construct validity corr=.55-.68

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Horizontal Bonding-Affective, Leaders

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 243 **Lab:** TT **Instrument code:** 220-TT

Variable: operational environment: horizontal bonding-affective, leaders

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: $\alpha=.82$; inter-scale $\text{corr}=.57-.85$; construct validity $\text{corr}=.55-.68$

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Horizontal Bonding-Instrumental

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 244 **Lab:** TT

Instrument code: 221-TT

Variable: operational environment: horizontal bonding-instrumental

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: $\alpha=.83$; inter-scale $\text{corr}=.31-.79$; construct validity $\text{corr}=.76-.86$

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Vertical Bonding-Affective

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 245 **Lab:** TT

Instrument code: 222-TT

Variable: operational environment: vertical bonding-affective

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: alpha=.91; inter-scale corr=.53-.92;construct validity corr=.73-.90

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Vertical Bonding-Instrumental

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 246 **Lab:** TT **Instrument code:** 223-TT

Variable: operational environment: vertical bonding-instrumental

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: alpha=.91; inter-scale corr=.45-.92;construct validity corr=.68-.91

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Organizational Bonding-Affective, First Termer Values

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 247 **Lab:** TT **Instrument code:** 224-TT

Variable: operational environment: organizational bonding-affective, first termer va

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: alpha=.95; inter-scale corr=.28-.71

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Organizational Bonding-Affective, Leader Values

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 248 **Lab:** TT

Instrument code: 225-TT

Variable: operational environment: organizational bonding-affective, leader values

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: $\alpha=.95$; inter-scale $\text{corr}=.46-.74$

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Organizational Bonding-Affective, Pride

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 249 **Lab:** TT

Instrument code: 226-TT

Variable: operational environment: organizational bonding-affective, pride

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: $\alpha=.86$; inter-scale $\text{corr}=.51-.88$

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Organizational Bonding-Instrumental, Anomie

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 250 ***Lab:*** TT

Instrument code: 227-TT

Variable: operational environment: organizational bonding-instrumental, anomie

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: alpha=.82; inter-scale corr=.50-.82

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Organizational Bonding-Instrumental, Needs

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 251 ***Lab:*** TT

Instrument code: 228-TT

Variable: operational environment: organizational bonding-instrumental, needs

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: alpha=.73; inter-scale corr=.31-.67

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Organizational Bonding-Instrumental, Goals

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 252 ***Lab:*** TT

Instrument code: 229-TT

Variable: operational environment: organizational bonding-instrumental, goals
Project purpose: improve leadership, cohesion, and commitment of platoons and companies
Target population: infantry combat platoon soldiers
Stage of project: further validation with external measures desired; abbrev. version develop
Psychometrics: $\alpha=.83$; inter-scale $\text{corr}=.50-.82$
Potential uses: leader development of cohesion within small units
Stage of instrument development: reliability, construct validity

Instrument name: LEP Instructor Insights Questionnaire

Developed by:

Project name: Leadership Enrichment Program

ID: 253 **Lab:** TT

Instrument code: 230-TT

Variable:

Project purpose: assessing the value of a cognitive skills training program

Target population: ROTC students and instructors

Stage of project: perceptions of program

Psychometrics:

Potential uses: improving officer training

Stage of instrument development:

Instrument name: LEP Student Questionnaire

Developed by:

Project name: Leadership Enrichment Program

ID: 254 **Lab:** TT

Instrument code: 231-TT

Variable:

Project purpose:

Target population:

Stage of project:

Psychometrics:

Potential uses: improving officer training

Stage of instrument development:

***Instrument name:* Emotional Stability**

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 256 ***Lab:*** LW ***Instrument code:*** 232-LW

Variable: personality: emotional stability

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics: higher corr with social desirability scale than bio-emotional ($t=2.30$)

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

***Instrument name:* Dependability**

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 257 ***Lab:*** LW ***Instrument code:*** 233-LW

Variable: personality: dependability

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics: higher corr with social desirability scale than bio-dependability ($t=2.34$)

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Work Orientation

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 258 **Lab:** LW **Instrument code:** 234-LW

Variable: personality: work orientation

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics: higher corr with social desirability scale than bio-work ($t=6.12$)

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Dominance

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 259 **Lab:** LW **Instrument code:** 235-LW

Variable: personality: dominance

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics:

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Energy

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 260 **Lab:** LW **Instrument code:** 236-LW

Variable: personality: energy

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics: higher corr with social desirability scale than bio-energy ($t=3.51$)

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Social Desirability

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 261 **Lab:** LW **Instrument code:** 237-LW

Variable: personality: social desirability

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics:

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Bio-Emotional Stability

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 262 **Lab:** LW

Instrument code: 238-LW

Variable: personality: emotional stability

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics:

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Bio-Dependability

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 263 **Lab:** LW

Instrument code: 239-LW

Variable: personality: dependability

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics:

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Bio-Work Orientation

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 264 **Lab:** LW

Instrument code: 240-LW

Variable: personality: work orientation

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics:

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Bio-Dominance

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 265 **Lab:** LW **Instrument code:** 241-LW

Variable: personality: dominance

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics:

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Bio-Energy

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 266 **Lab:** LW **Instrument code:** 242-LW

Variable: personality: energy

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics:

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 267 ***Lab:*** TT

Instrument code: 243-TT

Variable: leader behavior: noncontingent reward

Project purpose: Longitudinal study of leadership and its development on a sample of candi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 268 ***Lab:*** TT

Instrument code: 244-TT

Variable: leader behavior: noncontingent punishment

Project purpose: Longitudinal study of leadership and its development on a sample of candi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 269 **Lab:** TT **Instrument code:** 245-TT

Variable: leader behavior: contingent punishment

Project purpose: Longitudinal study of leadership and its development on a sample of candi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 270 **Lab:** TT **Instrument code:** 246-TT

Variable: leader behavior: directive

Project purpose: Longitudinal study of leadership and its development on a sample of candi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 271 *Lab:* TT *Instrument code:* 247-TT

Variable: leader behavior: persuasive

Project purpose: Longitudinal study of leadership and its development on a sample of candi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 272 *Lab:* TT *Instrument code:* 248-TT

Variable: leader behavior: consultative

Project purpose: Longitudinal study of leadership and its development on a sample of candi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 273 *Lab:* TT *Instrument code:* 249-TT

Variable: leader behavior: participative
Project purpose: Longitudinal study of leadership and its development on a sample of candi
Target population: VMI Candidate Officers
Stage of project: longitudinal study - psychometric properties
Psychometrics: Follower ratings alpha = .81
Potential uses: assessing the development of candidate officers
Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 274 **Lab:** TT **Instrument code:** 250-TT

Variable: leader behavior: delegative
Project purpose: Longitudinal study of leadership and its development on a sample of candi
Target population: VMI Candidate Officers
Stage of project: longitudinal study - psychometric properties
Psychometrics: Follower ratings alpha = .81
Potential uses: assessing the development of candidate officers
Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 275 **Lab:** TT **Instrument code:** 251-TT

Variable: leader behavior: initiating structure
Project purpose: Longitudinal study of leadership and its development on a sample of candi
Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties
Psychometrics: Follower ratings alpha = .81
Potential uses: assessing the development of candidate officers
Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 276 **Lab:** TT **Instrument code:** 252-TT

Variable: leader behavior: general consideration
Project purpose: Longitudinal study of leadership and its development on a sample of candi
Target population: VMI Candidate Officers
Stage of project: longitudinal study - psychometric properties
Psychometrics: Follower ratings alpha = .81
Potential uses: assessing the development of candidate officers
Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 277 **Lab:** LW **Instrument code:** 253-LW

Variable: attitudes and motives: social recognition
Project purpose: Replication to establish construct validity and generalizability
Target population: battalion commanders, company commanders, lieutenants
Stage of project: construct validation
Psychometrics: alpha = .78
Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 278 **Lab:** LW **Instrument code:** 254-LW

Variable: attitudes and motives: social commitment

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .73

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 279 **Lab:** LW **Instrument code:** 255-LW

Variable: attitudes and motives: affiliation need

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .53

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 280 **Lab:** LW **Instrument code:** 256-LW

Variable: attitudes and motives: social alienation

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .66

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 281 **Lab:** LW **Instrument code:** 257-LW

Variable: personality: self-discipline

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .88

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 282 **Lab:** LW **Instrument code:** 258-LW

Variable: personality: rigidity

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .46

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 283 **Lab:** LW **Instrument code:** 259-LW

Variable: personality: locus of control

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .59

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 284 **Lab:** LW **Instrument code:** 260-LW

Variable: leader knowledge/conceptual abilities: reading orientation (practical intell

Project purpose: Replication to establish construct validity and generalizability
Target population: battalion commanders, company commanders, lieutenants
Stage of project: construct validation
Psychometrics: $\alpha = .65$
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 285 **Lab:** LW **Instrument code:** 261-LW

Variable: leader knowledge/conceptual abilities: planning under ambiguity (practica

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: $\alpha = .70$

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 286 **Lab:** LW **Instrument code:** 262-LW

Variable: leader knowledge/conceptual abilities: information gathering (practical int

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .66
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 287 **Lab:** LW **Instrument code:** 263-LW

Variable: leader knowledge/conceptual abilities: problem solving (practical intelligence)
Project purpose: Replication to establish construct validity and generalizability
Target population: battalion commanders, company commanders, lieutenants
Stage of project: construct validation
Psychometrics: alpha = .82
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 288 **Lab:** LW **Instrument code:** 264-LW

Variable: leader knowledge/conceptual abilities: interpersonal perceptiveness (social)
Project purpose: Replication to establish construct validity and generalizability
Target population: battalion commanders, company commanders, lieutenants
Stage of project: construct validation
Psychometrics: alpha = .84
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 289 **Lab:** LW **Instrument code:** 265-LW

Variable: leader knowledge/conceptual abilities: social adroitness (social intelligenc

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .79

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 290 **Lab:** LW **Instrument code:** 266-LW

Variable: leader knowledge/conceptual abilities: harmony facilitation (social intelli

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .65

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 291 *Lab:* LW *Instrument code:* 267-LW

Variable: leader knowledge/conceptual abilities: behavioral flexibility (social intelli

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .50

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: **Background Data Inventory (BDI)**

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 292 *Lab:* LW *Instrument code:* 268-LW

Variable: leader knowledge/conceptual abilities: insightfulness (social judgment)

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .48

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: **Background Data Inventory (BDI)**

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 293 *Lab:* LW *Instrument code:* 269-LW

Variable: leader knowledge/conceptual abilities: self-reflectivity (social judgment)
Project purpose: Replication to establish construct validity and generalizability
Target population: battalion commanders, company commanders, lieutenants
Stage of project: construct validation
Psychometrics: alpha = .74
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 294 **Lab:** LW **Instrument code:** 270-LW

Variable: leader knowledge/conceptual abilities: good judgment (social judgment)
Project purpose: Replication to establish construct validity and generalizability
Target population: battalion commanders, company commanders, lieutenants
Stage of project: construct validation
Psychometrics: alpha = .61
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 295 **Lab:** LW **Instrument code:** 271-LW

Variable: leader knowledge/conceptual abilities: systems perceptiveness (social jud
Project purpose: Replication to establish construct validity and generalizability
Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation
Psychometrics: alpha = .54
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 296 **Lab:** LW **Instrument code:** 272-LW

Variable: Leader knowledge/conceptual ability: verbal comprehension

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean 2.42

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 297 **Lab:** LW **Instrument code:** 273-LW

Variable: Leader knowledge/conceptual ability: written comprehension

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 298 *Lab:* LW *Instrument code:* 274-LW

Variable: Leader knowledge/conceptual ability: verbal expression

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 299 *Lab:* LW *Instrument code:* 275-LW

Variable: Leader knowledge/conceptual ability: written expression

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean 2.21

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 300 **Lab:** LW **Instrument code:** 276-LW

Variable: Leader knowledge/conceptual ability: definition of the problem

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 301 **Lab:** LW **Instrument code:** 277-LW

Variable: Leader knowledge/conceptual ability: fluency of ideas

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 302 **Lab:** LW **Instrument code:** 278-LW

Variable: Leader knowledge/conceptual ability: originality

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 303 **Lab:** LW **Instrument code:** 279-LW

Variable: Leader knowledge/conceptual ability: problem anticipation

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 304 **Lab:** LW **Instrument code:** 280-LW

Variable: Leader knowledge/conceptual ability: deductive reasoning

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 305 **Lab:** LW **Instrument code:** 281-LW

Variable: Leader knowledge/conceptual ability: inductive reasoning

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 306 **Lab:** LW **Instrument code:** 282-LW

Variable: Leader knowledge/conceptual ability: information ordering

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean 1.79
Potential uses: assess cognitive abilities of leaders
Stage of instrument development: development of incidents

Instrument name: Problem Solving Tasks

Developed by: MRI report 93-2 (Mumford et al., 1993)

Project name: Problem Solving Tasks

ID: 308 *Lab:* LW *Instrument code:* 283-LW

Variable: Leader knowledge/conceptual ability: problem construction

Project purpose: Assess leader problem skills

Target population: undergraduate students

Stage of project: incremental validity

Psychometrics: IRR range from .68 to .75

Potential uses: assess leader problem solving skills

Stage of instrument development: completed

Instrument name: Problem Solving Tasks

Developed by: MRI report 93-2 (Mumford et al., 1993)

Project name: Problem Solving Tasks

ID: 309 *Lab:* LW *Instrument code:* 284-LW

Variable: Leader knowledge/conceptual ability: information encoding

Project purpose: Assess leader problem skills

Target population: undergraduate students

Stage of project: incremental validity

Psychometrics: IRR range from .68 to .75

Potential uses: assess leader problem solving skills

Stage of instrument development: completed

Instrument name: Problem Solving Tasks

Developed by: MRI report 93-2 (Mumford et al., 1993)

Project name: Problem Solving Tasks

ID: 310 **Lab:** LW **Instrument code:** 285-LW

Variable: Leader knowledge/conceptual ability: category search

Project purpose: Assess leader problem skills

Target population: undergraduate students

Stage of project: incremental validity

Psychometrics: IRR range from .68 to .75

Potential uses: assess leader problem solving skills

Stage of instrument development: completed

Instrument name: Problem Solving Tasks

Developed by: MRI report 93-2 (Mumford et al., 1993)

Project name: Problem Solving Tasks

ID: 311 **Lab:** LW **Instrument code:** 286-LW

Variable: Leader knowledge/conceptual ability: category combination

Project purpose: Assess leader problem skills

Target population: undergraduate students

Stage of project: incremental validity

Psychometrics: IRR range from .68 to .75

Potential uses: assess leader problem solving skills

Stage of instrument development: completed

Instrument name: Problem Solving Tasks

Developed by: MRI report 93-2 (Mumford et al., 1993)

Project name: Problem Solving Tasks

ID: 313 **Lab:** LW **Instrument code:** 287-LW

Variable: Leader knowledge/conceptual ability: wisdom

Project purpose: Assess leader problem skills

Target population: undergraduate students

Stage of project: incremental validity

Psychometrics: IRR range from .68 to .75

Potential uses: assess leader problem solving skills

Stage of instrument development: completed

Instrument name: Constructed Response Exercises

Developed by: MRI report 97-1(Zaccaro et al., 1997)

Project name: Constructed Response Exercises

ID: 314 **Lab:** LW **Instrument code:** 288-LW

Variable: Leader knowledge/conceptual ability: solution construction

Project purpose: assess problem solving leadership skills

Target population: Army civilian leaders from lower, middle, and upper leadership levels

Stage of project: incremental validity

Psychometrics: IRR .68

Potential uses: assess leader problem solving skills

Stage of instrument development: completed

Instrument name: Constructed Response Exercises

Developed by: MRI report 97-1(Zaccaro et al., 1997)

Project name: Constructed Response Exercises

ID: 315 **Lab:** LW **Instrument code:** 289-LW

Variable: Leader knowledge/conceptual ability: social judgement skills
Project purpose: assess problem solving leadership skills
Target population: Army civilian leaders from lower, middle, and upper leadership levels
Stage of project: incremental validity
Psychometrics: IRR .69
Potential uses: assess leader problem solving skills
Stage of instrument development: completed

Instrument name: Constructed Response Exercises

Developed by: MRI report 97-1(Zaccaro et al., 1997)

Project name: Constructed Response Exercises

ID: 316 **Lab:** LW **Instrument code:** 290-LW

Variable: Leader knowledge/conceptual ability: creative problem solving
Project purpose: assess problem solving leadership skills
Target population: Army civilian leaders from lower, middle, and upper leadership levels
Stage of project: incremental validity
Psychometrics: IRR .70
Potential uses: assess leader problem solving skills
Stage of instrument development: completed

Instrument name: Mental Models

Developed by: MRI report 95-3 (Zaccaro et al., 1995)

Project name: Mental Models

ID: 317 **Lab:** LW **Instrument code:** 291-LW

Variable: leader knowledge/conceptual ability: accuracy
Project purpose: assess team, organization and vision mental models of leaders
Target population: 2nd level Lieutenant to colonel, undergraduate students

Stage of project: development of generic measure of leader mental models
Psychometrics: Average IRR .81; avg. IRR military and nonmilitary raters .51; Avg IRR w
Potential uses: assess mental models
Stage of instrument development: development of instruments

Instrument name: Mental Models

Developed by: MRI report 95-3 (Zaccaro et al., 1995)

Project name: Mental Models

ID: 318 **Lab:** LW **Instrument code:** 291-LW

Variable: leader knowledge/conceptual ability: breadth
Project purpose: assess team, organization and vision mental models of leaders
Target population: 2nd level Lieutenant to colonel, undergraduate students
Stage of project: development of generic measure of leader mental models
Psychometrics: Average IRR .81; avg. IRR military and nonmilitary raters .51; Avg IRR w
Potential uses: assess mental models
Stage of instrument development: development of instruments

Instrument name: Mental Models

Developed by: MRI report 95-3 (Zaccaro et al., 1995)

Project name: Mental Models

ID: 319 **Lab:** LW **Instrument code:** 291-LW

Variable: leader knowledge/conceptual ability: depth
Project purpose: assess team, organization and vision mental models of leaders
Target population: 2nd level Lieutenant to colonel, undergraduate students
Stage of project: development of generic measure of leader mental models
Psychometrics: Average IRR .81; avg. IRR military and nonmilitary raters .51; Avg IRR w
Potential uses: assess mental models

Stage of instrument development: development of instruments

Instrument name: Mental Models

Developed by: MRI report 95-3 (Zaccaro et al., 1995)

Project name: Mental Models

ID: 320 **Lab:** LW **Instrument code:** 291-LW

Variable: leader knowledge/conceptual ability: organization of mental models

Project purpose: assess team, organization and vision mental models of leaders

Target population: 2nd level Lieutenant to colonel, undergraduate students

Stage of project: development of generic measure of leader mental models

Psychometrics: Average IRR .81; avg. IRR military and nonmilitary raters .51; Avg IRR w

Potential uses: assess mental models

Stage of instrument development: development of instruments